



Employees' Retirement System Communicator

September 2013

No. 9

Contact Information

Employees' Retirement System

In the Milwaukee area:

414-278-4207

Toll Free: 877-652-6377

Email: ers@milwcnty.com.

Life & Health Benefits

Phone: 414-278-4198.

Email: benefits@milwcnty.com

Newly Retired Members

August Retirees

Linda Carrington

Jeanne Carter

Ethel Cegers

Christine Ann Collins

Robert Dennik

Duane Ealy

Gordon Engeldinger

Jerry Kelly

Carolyn Lohmiller

Joyce Mathews

Linda Miller

Peter Mushia

James O'Leary

Jacqueline Russell

Yvonne Sanders

Paul Sheriff

Charles Smeltzer

Connie Smith

(Continued on Page 4)

From the Desk of the ERS Manager

Dear Milwaukee County Retirees,

The festivals have concluded and the roar of the Harley pipes is gone — guess that means summer is over once again. I hope you all had an enjoyable season and had many opportunities to enjoy all that the summer season brings. I am now looking forward to the late harvest farmer market offerings and cooler nights.

What else does fall bring? Open enrollment information sessions and flu shots. Please see page 3 for important information. If you've been holding off until the activities of summer wind down to make a purchase, you may find the article on negotiation skills useful. Some great (and easy to employ) tips are offered.

As always, if you have questions, comments or concerns regarding your pension or health care benefits, please let us know. We can be contacted by email at ERS@milwcnty.com. We monitor the site frequently throughout the day and respond as quickly as possible. We have local (414-278-4207) and toll-free (877-652-6377) phone numbers. Both have an automated menu for your convenience.

Marian Ninneman
ERS Manager

NEGOTIATING SKILLS

By Vivian Aikin

We tend to think of negotiations in terms of high-stakes business transactions, labor deals and the like. But put simply, a negotiation is a method by which people settle differences. It's a process that allows parties to engage in a relationship to obtain something they need or want in exchange for something they are willing to give. By this definition, we all have experience in negotiating. Here are some ideas on putting these negotiation skills to work in our everyday lives.

Employees' Retirement System Communicator

September 2013

No. 9

Tip #1

Negotiating begins at your first interaction. Negotiating skills are learned very early in life. As children, we may promise to be good to get a toy we want. As we get older, we try to improve on these skills. But not everyone realizes that negotiations start with first contact. The parties start to develop an understanding of each other's personalities, likes and dislikes. From this, they may learn something about how much one side is willing to give and how important the item or service is to the other individual.

Negotiating requires developing a relationship with the other party. The better you understand those on the other side and their needs, the more successfully you can relate to them. Negotiations require a dose of salesmanship. Knowing what's important to the other side allows you to focus your "sales pitch" in the most advantageous way possible.

Tip #2

The old adage "knowledge is power" applies to negotiation. To help you get more of what you want, learn as much as you can about the topic at hand. Take a garage sale as an example. If you are selling an item, knowing that it has some special quality or historical value will allow you to demand and get a higher price. The same theory can work in reverse. As a buyer, you can get a bargain if you know more about the value of an item than the seller does.

Tip #3

Watch where you set your "anchor". The anchor is a point that creates perspective in a discussion. For example, you are dining at a fine restaurant and want a good bottle of wine to go with your dinner. The menu shows a price of \$200 for a bottle of wine. The next price down is \$75. By comparison the second bottle looks like a good deal. The higher-priced bottle is an anchor that causes you to evaluate everything else according to that price.

The same is true in a negotiation. You can make an initial offer that will anchor the discussion. The key is to avoid setting an unrealistically high or low anchor that could cause the deal to fall apart.

Tip #4

Deals that are "win-win" for both sides will work better and last longer. That's why it is so important for the parties to take time to understand what constitutes a win for the other side.

Don't be afraid to walk away from a negotiation. Sometimes the other side is not willing to be reasonable and has a "winner take all" strategy of negotiations. You must always be prepared to walk away from a negotiation if the deal does not work for you. If you walk away you may not get what you wanted, but neither will you end up with a poor deal that you will live to regret. The other side might change tactics once they realize you are willing to walk away.

Employees' Retirement System Communicator

September 2013

No. 9

From the Benefits Department

Meet with a UnitedHealthCare Representative

A UnitedHealthCare representative has been available to answer questions regarding services, explanation of benefits and billing questions at different Milwaukee County facilities this year. Please see the schedule below for the times and locations of the remaining meetings. We hope this has been a helpful service!

10/9/13	Wednesday	12:00pm - 4:00pm	Wilson Park Senior Center 2601 W Howard Ave.
12/11/13	Wednesday	9:00am - 1:00pm	Washington Park Senior Center 4420 W Vliet St - Meeting Room 2

OPEN ENROLLMENT 2014

This year's open enrollment period and informational sessions will be held from **October 7, 2013 through October 18, 2013**. At these sessions, Midland Health will be onsite to administer flu shots to all County retirees and their covered adult dependents. County Benefit staff will also be present to answer questions about the County **plans currently** in effect. Retirees are welcome to attend any of the sessions listed below; **attendance is optional**.

Tuesday, October 8 Wilson Park Senior Center – Multiple Purpose Room 2601 W. Howard Avenue 9:00 a.m. – 12:00 p.m.	Wednesday, October 9 Clinton Rose Senior Center 3045 N. Martin Luther King Drive 1:00 p.m. – 4:00 p.m.
Thursday, October 10 Wilson Park Senior Center – Lower Level Dining Site 2601 W. Howard Avenue 2:00 p.m. – 4:00 p.m.	Monday, October 14 Washington Park Senior Center - Meeting Room 2 4420 W. Vliet Street 9:00 a.m. – 12:00 p.m.

Employees' Retirement System Communicator

September 2013

No. 9

MEDICARE PREMIUM REIMBURSEMENT REMINDER

Employees hired before 1/1/1994 who retire with at least 15 years of Milwaukee County pension service credit are **generally** eligible for County-paid health insurance and reimbursement for the cost of Medicare Part B premiums. (This provision may vary for former bargaining unit employees and non-represented employees who retired after March 31, 2011) If you are eligible for Part B premium reimbursement and/or you are required to pay anything other than the standard Medicare Part B premium, it is your responsibility to notify the Division of Employee Benefits. Premiums will be reimbursed directly on your pension check starting the month after the Division of Employee Benefits is notified in writing.

*August Retirees
(continued)*

*Patrick Tomashek
Mark Valdovinos
Gertrude Wesley
Patricia Wilbur*

In Memoriam

Please keep the families of these recently deceased retirees in your thoughts:

*Harold P. Burkhardt
Ruth Burns
Nora Chambers
Judith Cutsforth
Josephine Drosen
Frank Hillus
Robert Hoskins
Robert L. Jungbluth
Earl Koenig*

*Victor Mueller
Carol Pacetti
Genevieve Ryan
Edith Schimmelpfennig
Raymond Styba
Betty Voss
Mary H. Wesley
Laura Wright*